

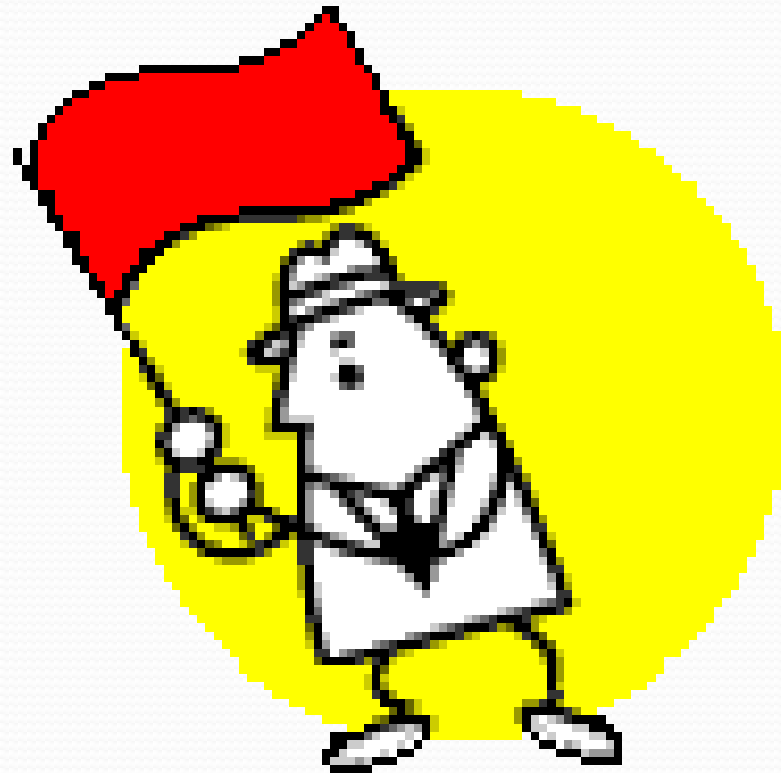
# Cut and Paste: Detection of Fraudulent Documents

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# Objective

Identify interventions to assist in minimizing risk  
imposter presence.

# Red Flags to Identify Imposters



# Failure to provide the license

- May claim to have a license.
- May try to provide paper license.
- May provide verbal or written license information.
- Multiple reasons by cannot provide original license.



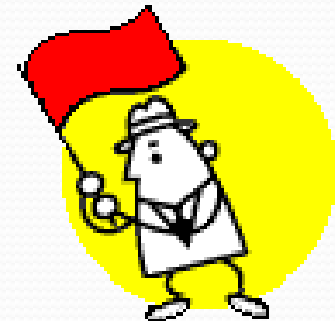
# Provides copied & altered license

- May provide copy of license or print out of registry search.
- May provide diploma.
- May provide blue card.

# Competencies inconsistent with licensure

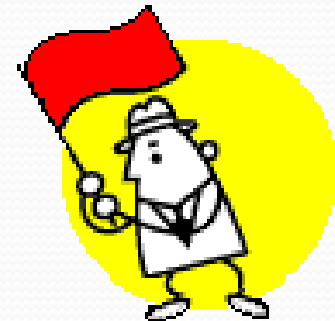
*Based on licensure, education or experience:*

- Knowledge does not reflect expected level of practice.
- Performance of standard nursing duties does not reflect expected level of practice.



# Inconsistent state of licensure information

- Claims to have multistate license from another compact state but address of record or other identification such as a driver's license is a different state.







# Safeguards

Anytime a thought goes through your mind,  
'I wonder if this person is really a nurse' follow up on  
that concern.



# Appropriately verify licensure status

- Vital to obtain.
- Validate credentials.
- Should be obtained by EMPLOYER Before allowing to work in nursing capacity.
- Primary Source Verification: Registry Search



# Avoid accepting photocopies

- Employer make the copy directly from the registry search.
- Photocopies are easily altered and potentially fraudulent.
- If paper license, view the original and copy.
- Do not accept a photocopy that an individual submits.



# Review the license carefully

- Typeset of the name.
- Spelling
- Size
- Expiration date and/or license number
- Expiration date is not consistent with the standard Board issued expiration date of 6/30/\_\_.
- Unusual lines indicative of “cut and paste”.
- Written/typed information is slanted, not level.



# Be Knowledgeable about Compact Issues

- **Multistate license, primary state of residence must be the state in which they have obtained the multistate license.**
- If “home” address is other than the state that issued the multistate license, confirm privilege to work is valid or that application for licensure with has been made.
- Verify license with the compact state that issued the license: National Council of State Boards of Nursing at [www.ncsbn.org](http://www.ncsbn.org).

# **Maintain the security of files that contain copies of nursing staff's licenses**

A common way of obtaining another individual's license is theft from employer records or from the actual nurse.



# Knowledgeable about licensure information

- Do not accept the blue license card, issued by the Board, as verification of licensure.
- Again refer to the primary source of verification, the registry search.
- Be knowledgeable about temporary permit.
- Employer check the registry search for the status of a temporary permit.

# Validate transcript documentation

- If a position requires a specific degree, require proof of the degree.
- Contact the board of nursing in a state where a school is located if you have concerns regarding the validity of a program or credentials.
- **Insist upon seeing the original documentation, not a copy.**



# **Meticulously examine resume and job application**

- Examine and meticulously compare resume and job application.
- Require clarification for inconsistencies.
- If the person is applying under a different name, require documentation of name change.

# Remain diligent

- Do not accept excuses from an individual that cannot produce verifiable information.
- Ask for picture ID.



# Report suspected fraudulent practice


- Access the Boards complaint process.
- Frequently check the Boards website for information and disciplined individuals.





## What Boards Do

- Verify education.
- Verify licensure in other states.
- Issue licenses which are hard to duplicate.



The mission of Boards of Nursing is to safeguard the life and health of its citizens, protection of the public is a principal charge.

The Board will strive to continue to shield the public from potential imposters via providing a method for primary source verification and persistently investigating any individuals that attempt to practice nursing fraudulently.